

**William H. Lemons**  
**MEDIATOR • ARBITRATOR**

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**OCCUPATION:**

Full-time neutral serving as mediator/arbitrator/fact-finder, primarily in employment matters and large complex commercial disputes.

Services also available through the AAA. Bill Lemons teaches *Arbitration Advocacy* for the AAA and others, and counsels in the design and implementation of privately-administered dispute resolution programs.

Practice has developed largely into one involving more complex multi-party disputes generally arising in federal court or other court-annexed ADR. Have served as Mediator or Arbitrator in a number of complicated and emotionally charged matters involving non-competition covenants, executive employment agreements, sexual harassment claims, wrongful termination claims, retaliation claims and ADA claims, and in connection with numerous employer-sponsored ADR programs. Claims have typically involved Fortune 500 entities in multi-million dollar disputes, but also smaller disputes involving *pro-se* former employees.

Have arbitrated to a conclusion a number (175-200) of employment and general commercial disputes involving wrongful discharge claims, ERISA claims in the group insurance/health-care area, wage and hour/overtime claims and claims arising from the dissolution of a family business. Concluded successfully mediations involving scores of migrant farm workers, using an interpreter, as well as unfair labor practice charges pending before the NLRB. Most arbitration cases require the issuance of a “reasoned” opinion, many with findings of fact and conclusions of law.

State Bar of Texas ADR Section – Chair 2004-2005; Texas Association of Mediators; Association of Attorney-Mediators (President/Local Chapter 2000-Present); Charter Member, Institute for Responsible Dispute Resolution; State Bar of Texas Labor and Employment Law Section; Bar Association of the Fifth Federal Circuit; Fellow, Texas Bar Foundation; College of the State Bar of Texas; Fellow, San Antonio Bar Foundation.

**EDUCATION:**

B.B.A.- UNIVERSITY OF HOUSTON (1970)

J.D. *Magna Cum Laude* (Top 2%) - HOUSTON LAW CENTER (1972)

**LABOR/EMPLOYMENT MEDIATION/ARBITRATION TRAINING:**

Completed initial Attorney-Mediators Institute Training Program in March, 1997 (41.0 hours CLE). Qualified neutral on the ADR rosters of most Texas U.S. District Courts and Bankruptcy Courts. Has completed approximately four hundred hours of Advanced Mediator Training and/or Arbitrator Training by AAM and AMI in March and October, 1998, by AAM in 1999-2006 and by AAA and SBOT in 2000-2006. Attended AAA Neutrals' Conference and completed 2005 ACE courses (Palm Springs, March, 2005), attended AAA Neutrals' Conference (San Antonio, March, 2004) and completed ACE003 requirements (Arbitrator Ethics and Disclosure), attended AAA Neutrals' Conference (Providence, August, 2003) and completed ACE001 and ACE002 requirements (Safeguarding, Deciding and Writing Awards and *Pro Se*: Managing Cases Involving Self-Represented Parties); Attended Employment Arbitrator II Training (Phoenix, February, 2002), AAA Arbitrator Update (2001), AAA Commercial Arbitrator Training (Dallas, December, 1999), AAA National Arbitration Conclave (San Francisco, November, 1999) and first Neutrals' Retreat (Orlando, October, 1998). Has assisted the American Arbitration Association and others in teaching mediation/arbitration skills, including the course *Arbitration Advocacy*.

**PROFESSIONAL EXPERIENCE:**

Mediator and Arbitrator in own private practice May, 1997 to Present  
Attorney/Shareholder – **COX SMITH MATTHEWS** May, 1975 to April, 1997  
In House Labor Counsel – **BRANIFF AIRWAYS** March, 1973-April, 1975

**PANELS:**

Arbitrator on the Employment Law, Commercial Dispute and Large Complex Case Panels of the American Arbitration Association; Panel of Distinguished Neutrals (Employment and Commercial) of the International Institute for Conflict Prevention & Resolution (CPR); Member (MCIArb) of the Chartered Institute of Arbitrators in London; Panelist for the American Health Lawyers Association ADR Service; Permanent Neutral for Kraft Foods, Toyota U.S.A., Inc. and Alamo Community College District.

**FEES:**

*Per Diem* of \$2,600.00 (\$325.00 hourly) for all services rendered for pre-hearing, hearing and preparation of Award.. Travel time at one-half

hourly rate. Actual expenses to be reimbursed. Cancellation fee of 1 to 2 PD if cancel after Notice of Hearing; One-half of allotted hearing time plus accrued time if cancel within 30 days of hearing and don't reschedule; three-quarters of allotted hearing time plus accrued actual time if canceled within 10 days of hearing and not rescheduled.